



# House of Representatives

General Assembly

**File No. 742**

*January Session, 2007*

Substitute House Bill No. 7344

*House of Representatives, May 3, 2007*

The Committee on Appropriations reported through REP. MERRILL of the 54th Dist., Chairperson of the Committee on the part of the House, that the substitute bill ought to pass.

## **AN ACT CONCERNING RECRUITMENT AND RETENTION OF TEACHERS.**

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1       Section 1. (NEW) (*Effective July 1, 2007*) (a) For purposes of this  
2       section, "minority" means individuals whose race is defined as other  
3       than white, or whose ethnicity is defined as Hispanic or Latino by the  
4       federal Office of Management and Budget for use by the Bureau of  
5       Census of the United States Department of Commerce.

6       (b) The Regional Educational Service Center Minority Recruiting  
7       Alliance, in consultation with the Departments of Education and  
8       Higher Education, the constituent units of the state system of higher  
9       education and the Connecticut Conference of Independent Colleges,  
10      shall study methods to (1) encourage minority middle and secondary  
11      school students to attend institutions of higher education and enter  
12      teacher preparation programs, (2) recruit minority students attending  
13      institutions of higher education to enroll in teacher preparation  
14      programs and pursue teaching careers, and (3) recruit and maintain

15 minority teachers in Connecticut schools.

16 (c) Not later than October 1, 2007, the Regional Educational Service  
17 Center Minority Recruiting Alliance, in consultation with the  
18 Commissioners of Education and Higher Education, the constituent  
19 units of the state system of higher education and the Connecticut  
20 Conference of Independent Colleges, shall develop guidelines for pilot  
21 programs to recruit and retain minority teachers and may consider,  
22 but such consideration need not be limited to, the establishment and  
23 operation of the following pilot programs:

24 (1) A fellows program to allow the State Board of Education to issue  
25 educator certificates to minority individuals who have (A) completed  
26 an intensive summer session focusing on classroom management and  
27 methodology, (B) received a bachelor's degree from an institution of  
28 higher education accredited by the Board of Governors of Higher  
29 Education or regionally accredited, (C) achieved a satisfactory score on  
30 the examination required pursuant to section 10-145f of the general  
31 statutes or have had such requirement waived pursuant to said  
32 section, and (D) have such other qualifications for the issuance of an  
33 educator certificate as are required for individuals participating in the  
34 alternate route to certification program under section 10-155d of the  
35 general statutes;

36 (2) A competitive grant program to assist local and regional boards  
37 of education to form and operate future teachers' clubs as part of the  
38 extracurricular activities at middle and high schools under their  
39 jurisdiction; and

40 (3) A program to allow minority college seniors who are majoring in  
41 subject shortage areas pursuant to section 10-8b of the general statutes  
42 but who are not enrolled in a teacher preparation program to receive  
43 up to three credits for working as cadet teachers in a public school and,  
44 upon graduation and recommendation by school officials, to allow  
45 such cadet teachers to enter a fellows program pursuant to subdivision  
46 (1) of this subsection if such a program is in operation.

47 (d) Not later than January 1, 2008, the Regional Educational Service  
48 Center Minority Recruiting Alliance shall report, in accordance with  
49 section 11-4a of the general statutes, on (1) the results of the study  
50 pursuant to subsection (b) of this section, (2) the guidelines for pilot  
51 programs developed pursuant to subsection (c) of this section, and (3)  
52 the establishment and operation of any pilot program pursuant to  
53 subsection (c) of this section to the Departments of Education and  
54 Higher Education and the joint standing committees of the General  
55 Assembly having cognizance of matters relating to education and  
56 higher education.

This act shall take effect as follows and shall amend the following sections:		
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Section 1	<i>July 1, 2007</i>	New section
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**ED**            *Joint Favorable Subst. C/R*

APP

**APP**            *Joint Favorable Subst.*

The following fiscal impact statement and bill analysis are prepared for the benefit of members of the General Assembly, solely for the purpose of information, summarization, and explanation, and do not represent the intent of the General Assembly or either chamber thereof for any purpose:

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**OFA Fiscal Note**

**State Impact:** None

**Municipal Impact:**

Municipalities	Effect	FY 08 \$	FY 09 \$
Regional Education Service Centers	Cost	200,000	None

**Explanation**

This bill results in a cost to the Regional Education Service Centers of approximately \$200,000 as it requires them along with the State Department of Education, The Department of Higher Education and others to study and develop guidelines surrounding the recruitment and retention of minority teachers in public schools.

Note that funds totaling \$400,000 in each year of the biennium have been provided in the proposed budget passed by the Appropriations Committee to recruit minority candidates through an alternative route to teacher certification program within the Department of Higher Education's budget.

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**OLR Bill Analysis****sHB 7344*****AN ACT CONCERNING RECRUITMENT AND RETENTION OF  
TEACHERS.*****SUMMARY:**

This bill requires the Regional Educational Service Center Minority Recruiting Alliance to study how best to (1) encourage minority middle and high school students to go to college and enter teacher preparation programs, (2) recruit minority college students to enroll in teacher prep programs and become teachers, and (3) recruit and maintain minority teachers in Connecticut schools. The alliance must perform the study in consultation with the departments of Education and Higher Education, the state higher education constituent units, and the Connecticut Conference of Independent Colleges.

The bill also requires the alliance, in consultation with the same entities and by October 1, 2007, to develop guidelines for pilot minority teacher recruitment and retention programs. In developing the guidelines, the bill allows the alliance to consider establishing and operating three pilot programs the bill describes.

The bill defines "minority" as anyone whose race is other than white, or whose ethnicity is Hispanic or Latino, as both are defined by the U.S. Census Bureau.

By January 1, 2008, the alliance must report on the study, the guidelines, and the operation of any pilot programs to the Education and Higher Education and Employment Advancement committees and the departments of Education and Higher Education.

EFFECTIVE DATE: July 1, 2007

**PILOT PROGRAMS TO CONSIDER**

In developing guidelines for pilot minority teacher recruiting and retention programs, the bill allows the alliance to consider the following programs, among others.

***Fellows Program***

This program allows the State Board of Education (SBE) to issue teaching certificates to minority candidates who have:

1. finished an intensive summer program on classroom management and methods,
2. a bachelor's degree from an accredited higher education institution,
3. passed the state teacher preparation examination or had the exam requirement waived based on SAT scores or on an equivalent score as determined by the SBE, and
4. other qualifications for certification required for those participating in the state's alternative route to certification program.

***Future Teachers' Clubs***

This program gives competitive grants to school boards to help them form and operate future teachers' clubs as part of the extracurricular activities at their middle and high schools.

***Cadet Teacher Program***

This program allows minority college seniors who are not in teacher prep programs but who are majoring in subject shortage areas identified by the education commissioner to receive up to three credits for working as cadet teachers in public schools. Upon graduation, if recommended by school officials, a cadet teacher could enter a fellows program as described above, if such a program is operating.

**BACKGROUND*****Subject Shortage Areas***

By December 1 each year, the education commissioner must identify subjects where teacher shortages exist in the state. For 2006-07, the shortage areas are bilingual education (PK-12), comprehensive special education (1-12), English (7-12), intermediate administrator, math (7-12), music (PK-12), remedial reading (1-12), science (7-12), speech and language pathology, and world languages (7-12).

**COMMITTEE ACTION**

## Education Committee

Joint Favorable Substitute Change of Reference

Yea     30     Nay   0     (03/26/2007)

## Appropriations Committee

Joint Favorable Substitute

Yea     47     Nay   0     (04/19/2007)